Army Space Enlisted Force Study (ASEFS)

Emerging Results

Agenda

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- Study Background
- Study Findings
- Way Ahead

Purpose

To provide an update on the emerging results from the Army Space Enlisted Force Study (ASEFS).

Study Background

Study Background

- A Functional Review was briefed to the ADCSPER on 7 June 2001 as part of the Space FORMAL. Outcome:
  - PDSI for Space related enlisted positions were established
  - SMDC was directed to conduct a study to determine Army Space Soldier requirements for enlisted MOS, ASI, and SQI
- Soldiers in Space Units are designed with unique skills; however there are systemic problems. Outcome:
  - SMDC is reliant on several branches for initial entry and special skills training
  - A tour with SMDC is often perceived as not being beneficial to the soldier's career

Enlisted Study Goal

Analyze the training and operations of soldiers in Space positions and recommend changes to optimize mission performance and to eliminate systemic problems.

- Identify critical tasks for each of the 3 enlisted Space positions
- Determine the best MOS matches
- Identify career progression and retention problems
- Identify opportunities for training with other services

PDSI Utilization

- Project Development Skill Identifier (PDSI) codes are entered in the qualified soldier's personnel records.
- ARSTRAT reports new qualifications quarterly.
- PDSI's are valid for up to a five year period.
- PDSI's will facilitate documentation of Army Space Enlisted Force Study decisions.

PDSI Code	MOS (ASI)	Unit	Prerequisite	#Awarded (as of 31 Dec)
C6B	14J	TMWC	Completion of the Joint Tactical Ground Station Course	101
C7C	31S 74B 81T 96B	Army Space Support Team	Completion of SMDC Army Space Support Team Certification	28
C8C	31S (1C)	SATCON Companies	Completion of DSCS 120-day Site-On-The-Job Training (SOJT)	392
				521

Data Collection

- **Initial Subject Matter Expert (SME) (Apr-Jul 03)**

  Conferences:
  - Focused on PDSI Task Inventories, MOS Qualifications, and Physical Requirements

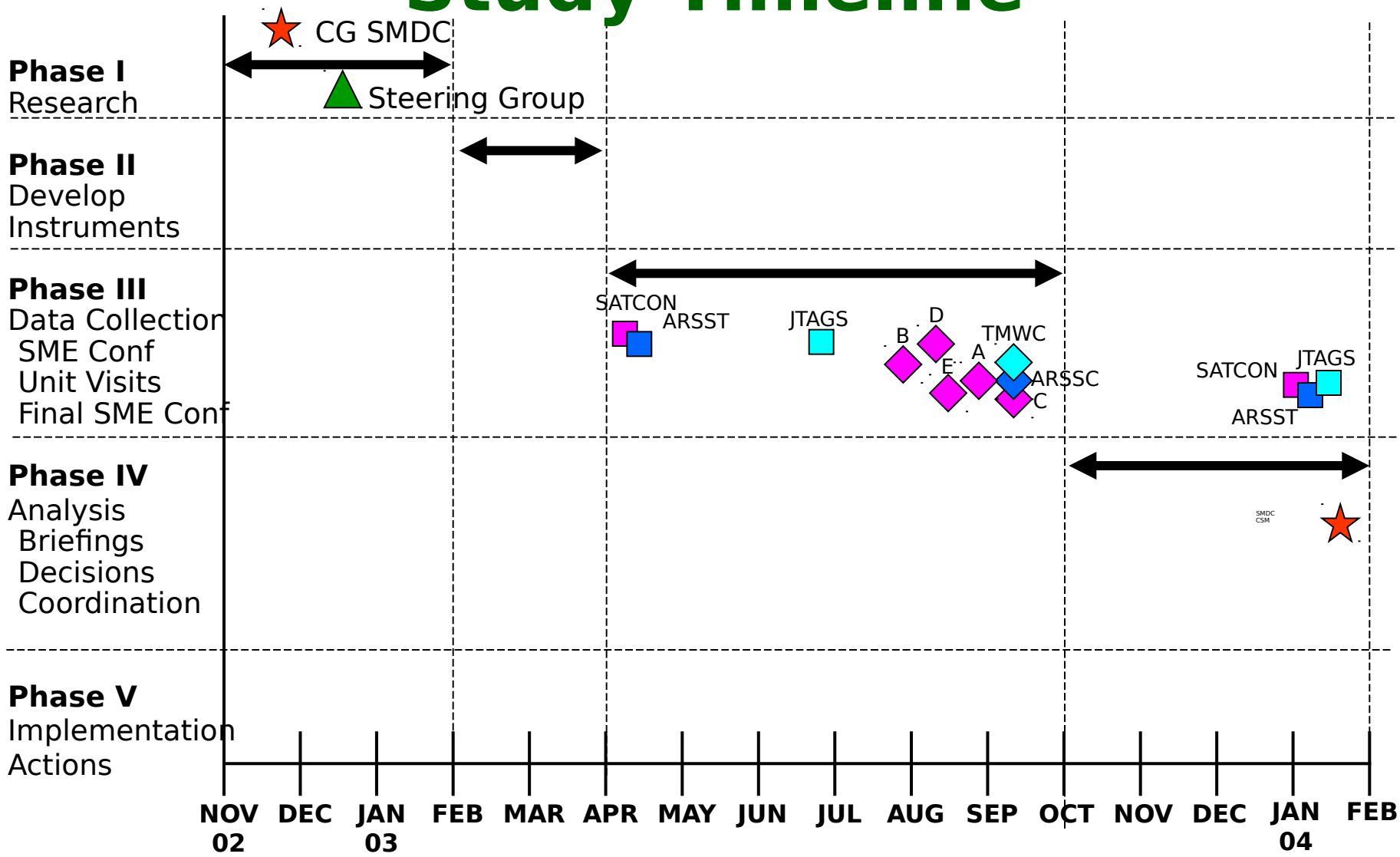
- **Unit Visits and Interviews: (Jun-Oct 03)**
  - Conducted interviews and focus groups
  - Questions covered position qualification requirements, training, doctrine, equipment, well-being, and organization

Data Collection

- **Job Analysis Surveys: (Jun-Oct 03)**
  - Used ARI specialized job analysis software
  - Task Questions included Frequency, Learning Difficulty, and Training Emphasis ratings.
  - Additional Questions included education, retention, and promotion perceptions.

- **Final Subject Matter Expert (SME) (Jan 04) Conferences:**
  - Confirmed the Critical Task List
  - Finished Physical demands ASVAB requirements analysis
  - Reviewed draft study courses of action

Study Timeline



Significant Findings and Observations

JTAGS PDSI Critical Tasks

	Task Source			
	MOS 14J	*JTAGS Tasks*	*Other*	*Total Tasks*
#of Total Source Tasks	178	26	--	204
#of PDSI Critical Tasks	25	17	23	65
% Total Source MOS Tasks used in PDSI	14.0%	65.4%	--	
% Critical PDSI Tasks by Source	38.4%	26.1%	34.3%	

Conclusions

- A 14J soldier is trained in only a moderate amount (38%) of tasks useful in a JTAGS position
- A 14J soldier in a JTAGS unit uses only a small subset (14%) of the total MOS skills and loses proficiency when in a JTAGS unit
- Any technically oriented soldier could perform well in JTAGS
- 14J is the best fit MOS but it is not an efficient use of resources

ARSST PDSI Critical Tasks

	Task Source					
	MOS 31S	*MOS 74B*	*MOS 81T*	*MOS 96B*	*Other*	*Total Tasks*
#of Total Source Tasks	146	59	124	69	--	398
#of PDSI Critical Tasks	1	18	34	9	35	97
% Total Source MOS Tasks used in PDSI	*.7%*	30.5%	27.4%	13.0%	--	
% Critical PDSI Tasks by Source	1.0%	18.6%	35.1%	9.3%	36.1%	

Conclusions

- 31S, 96B, and 74B soldiers bring few useful MOS skills to ARSST
- 81T soldiers bring a moderate amount (35%) of useful skills to ARSST, SMEs estimated basics could be taught in 2 weeks
- All MOSs use only a small subset of their total MOS skills and lose proficiency in them while assigned to an ARSST
- ARSST MTOE structure precludes soldiers from return assignments
- Any technically oriented soldier could perform well in an ARSST with training

SATCON PDSI Critical Tasks

	Task Source			
	MOS 31S	*ASI 1C*	*Other*	*Total Tasks*
#of Total Source Tasks	146	9	--	154
#of PDSI Critical Tasks	73	9	--	82
% Total Source MOS Tasks used in PDSI	50.0%	100%	--	
% Critical PDSI Tasks by Source	89.0%	11.0%	--	

Conclusions

- 31S1Cs bring many useful MOS skills to SATCON
- SATCON battalion OJT program has 236 tasks cross-walked with the nine ASI 1C tasks - tasks are too broad and need updating
- The pipeline 31S1C Soldiers lack experience with field systems which impacts their effectiveness as a SATCON operator
- 31S is the correct feeder MOS for SATCON
- While a 31S background is necessary, the 1C ASI is critical to SATCON mission accomplishment

MOS Qualification Requirements

	JTAGS		ARSST					SATCON	
	14J	**Finding**	31S	74B	81T	96B	**Finding**	31S1C	**Finding**
Security Clearance	Secret	**TS-SCI**	Secret	Secret	Secret	TS-SCI	**TS-SCI**	TS-SCI	**TS-SCI**
Education									
Minimum Level	None	**HS Grad**	HS Grad	None	None	HS Grad	**HS Grad**	HS Grad	**HS Grad**
HS Math	None	**General**	Algebra	Algebra	Algebra	None	**Algebra**	Algebra	**Algebra**
HS Science	None	**General Geography**	General	None	None	None	**General Geography**	General	**General Geography Physics**
Reading Level	N/A	**12**	N/A	N/A	N/A	N/A	**12**	N/A	**12**
ASVAB									
Aptitude Area (Job Family)	**Oper & Food**	**Elect**	Elect	Skilled Tech	Skilled Tech	Skilled Tech	**Elect**	Elect	**Survl & Commo**
General Tech (GT)	100								
Skilled Tech (ST)				96	96	102			
Electronics (EL)			116					116	
Mech Maint (MM)	100								

PDSI Physical Requirements

	JTAGS		ARSST					SATCON	
	14J	**Finding**	31S	74B	81T	96B	**Finding**	31S	**Finding**
Physical Demands	Medium	**Mod Heavy**	Mod Heavy	Very Heavy	Mod Heavy	Medium	**Mod Heavy**	Mod Heavy	**Mod Heavy**
PULHES									
P - Physical capacity	2	**2**	2	2	2	2	**2**	2	**2**
U - Upper extremities	2	**1**	1	1	1	2	**1**	1	**1**
L - Lower extremities	2	**2**	2	2	1	2	**2**	2	**2**
H - Hearing and ear	2	**1**	2	2	2	2	**2**	2	**2**
E - Eyes	2	**2**	2	2	2	2	**2**	2	**2**
S - Psychiatric	1	**1**	1	1	2	1	**1**	1	**1**
Vision									
Color	Normal	**Normal**	Normal	Normal	Normal	Normal	**Normal**	Normal	**Normal**
Other					**Stereo-scopic acuity**		**Stereo-scopic acuity**		

Way Ahead

Study Way Ahead

Army Space Enlisted Force Study way ahead approved by the CG, USASMDC on 5 April 2004.

- Synchronize the study with the Army Space Cadre Force Management Analysis (FORMAL) Review.
- Integrate Army Enlisted Space Force Study results into the Army Space Cadre FORMAL Review during Phase III - G1 Functional Review.

Space Cadre Formal Timeline

Army Enlisted Space Force Study results will be integrated into the Army Space Cadre FORMAL Review.